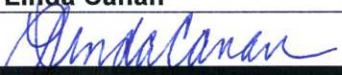
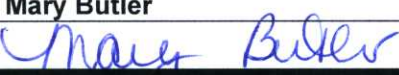


## California's Child and Family Services Review System Improvement Plan

<b>County:</b>	Napa
<b>Responsible County Child Welfare Agency:</b>	Napa County Health and Human Services Agency
<b>Period of Plan:</b>	4/9/2010 – 4/9/2013
<b>Period of Outcomes Data:</b>	Quarter ending: April 2012 Quarterly Report (SIP Update)
<b>Date Submitted:</b>	
<b>County Contact Person for County System Improvement Plan</b>	
<b>Name:</b>	Linda Canan
<b>Title:</b>	Child Welfare Services Director
<b>Address:</b>	2261 Elm Street Napa CA 94559
<b>Phone &amp; Email</b>	(707) 299-2115 <a href="mailto:Linda.Canan@countyofnapa.org">Linda.Canan@countyofnapa.org</a>
<b>Submitted by each agency for the children under its care</b>	
<b>Submitted by:</b>	County Child Welfare Agency Director (Lead Agency)
<b>Name:</b>	Linda Canan
<b>Signature:</b>	
<b>Submitted by:</b>	
<b>Name:</b>	Mary Butler
<b>Signature:</b>	
<b>Board of Supervisors (BOS) Approval</b>	
<b>BOS Approval Date:</b>	
<b>Name:</b>	
<b>Signature:</b>	

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## Napa County Child Welfare Services-SIP UPDATE 6/2012

Since implementation of our three year System Improvement Plan in May 2010, Napa County Child Welfare Services and the Napa County Probation Department have made significant strides toward achieving many of our targeted improvement goals. Child Welfare Services performance has already exceeded our targets on measures S1.1 and C2.1 (Recurrence of Maltreatment and Reunification within 12 Months) and Probation has already exceeded its target for measure C4.3.

Regular Referral Review meetings have been an integral part to our success with measure S1.1 No Recurrence of Maltreatment. This meeting occurs with our leadership team once a month and targets at risk clients. We analyze possible practice issues as well as possible keys to success in preventing recurrence of maltreatment. Regular review of Safe-measures compliance data as well as our quarterly, in house review of our Berkeley Outcome measures has also had a significant positive impact on our practice. These reports are reviewed both on the individual worker level during supervision and monthly on a departmental level during leadership team meetings. Through collaboration with our CAPC director, we have increased the number of mandated reporter trainings provided in the community and we are continuing to improve the trainings. We have enhanced our contracted home visitation services and are currently reviewing outcome measures.

In July 2010 we exceeded our target for C1.1 Reunifying within 12 Months and we have maintained results above our target until recently. It is important to note that Napa County has experienced a drastic increase in caseloads over the last two years. We have completed a number of our strategies and are continuing to work towards completion of our SIP strategies for this measure. We have fully utilized and continue to use our CAT tool. This level of standardization has helped us with our decision making process and has helped us to maintain a constant quality result. We have also decided to use an array of models for our Facilitated Family Meetings/ Decision Making process, which allow us to tailor our model to the specific needs of each individual case. These changes have helped to improve our process and helped us to standardize our practice.

In September of 2010 we exceeded our goal for measure C2.1 Adoption within 24 Months. While there are several challenges towards improving our adoption process, we've taken some drastic steps towards alleviating any barriers to our adoption process. We've recently used realignment funds to create an adoptions unit in house in order to streamline



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our adoptions. In addition, we are collaborating closely with private adoption agencies to look at the possibility of increasing the options for children awaiting adoption. It is important to note that our adoption numbers are very small and thus any change can result in a large fluctuation in our outcome measure.

Improving the results for our C4.3 Placement Stability measure has been an area of primary concern for our department the past two years. Great strides have been made towards completing our SIP strategies which has a direct correlation to the increase in this measure. We have implemented our ROOTS committee, designed to help facilitate lifelong connections for youth. Through this committee we've implemented Life Conferences, Family Meetings and the use of the Important Connections/Family Members log and LIFE books. We also use every free to use search engine and case mining techniques during family finding efforts. We began our Universal Mental Health Screening process with a private agency, but due to budget cuts we switched to implement using our own, in-house Mental Health department. This caused a slight timeline set back but the process is in place. We've implemented a collaborative permanency committee to review all of our cases for children in care 24 month or more as a strategy towards permanency. Constant vigilance using Safe Measures and our Berkeley outcomes has also helped us to uncover a few data entry errors that help with measure C4.3.

Probation has exceeded our target for C4.3 and will continue to make efforts to maintain and improve this level of stability for our youth in placement. Our department has devoted the last six years to incorporating many different evidence based programs and methods into our daily case management activities. Our youth in placement have benefitted from these practices as we have been able to incorporate them into our SIP strategies. Probation officers are all trained in Motivational Interviewing techniques which allow them to engage youth and families in a meaningful way which supports stability as well as reunification. Additionally, they incorporate alternative responses to violations of probation which frequently allows youth to remain in care and continue treatment with appropriate consequences instead of being removed and relocated. These tools are also valuable for supporting families in the community and preventing youth who have transitioned home from reentering the foster care system. We have also used our evidence based programming to support youth as they transition back to the community with the creation of supportive aftercare



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programs for youth. While still in care, the youth and their families are made aware of the transition plan and the support it will provide them. We believe knowledge and participation in this plan promotes stability for youth and families while in care as it helps minimize the anxiety they feel about the youth's return to home and community. Probation currently uses wraparound, our Evening Reporting Center, and the Probation Aftercare Program, as well as Intensive Supervision, for transition support. Programming is chosen based on the youth and families needs as well as community safety needs.

Probation makes every effort to prevent the need to remove youth from their homes, but when it becomes necessary, we utilize all of our resources to determine the most appropriate placement of the youth. Each youth has a mental health assessment, a substance abuse assessment, and a risk assessment prior to a staff screening to recommend a suitable placement. One of the benefits of being a smaller county is that many of our staff have had numerous interactions with the youth and family prior to placement being considered. The input of all of these professionals is considered when choosing a recommendation. We feel strongly that thoughtful and well considered decisions about where a youth is initially placed promotes placement stability.

Increasing the number of youth who participate in ILP services while in care and when they return to the community supports their success. To encourage their participation probation officers arrange a meeting with our ILP provider for all ILP eligible youth *before* they leave for placement. This contact helps each youth understand the services they are eligible for and increases the likelihood that they participate in ILP services while in placement, as well as when they transition back into the community. Youth who engage and invest in ILP services while in out of home care and understand that these services can continue when they return to the community seem to invest in their treatment and be more stable in care.

Services that we started at the beginning of our three year plan remain in place and continue to be expanded. Additionally, with the addition of a legal clerk to the placement unit, placement officers have been able to spend more time performing case management activities instead of clerical duties. This enables them to work more closely with parents, caregivers, and the youth on being successful in their placement.



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## Summary Performance Chart

Improvement Goal	Explanation	Past Performance (4/09 pull)	Current Performance (4/12 pull)	Targeted Performance
<b>S1.1</b> No Recurrence Of Maltreatment	Of children with a substantiated allegation during the period; how many had a subsequent substantiated allegation within six months?	91.1%	93.1%	<b>94.6%</b>
<b>C 1.1</b> Reunification Within 12 Months (Exit Cohort)	Of all children discharged from foster care to reunification during the year who had been in foster care for 8 days or longer, what percent were reunified in less than 12 months from the date of the latest removal from home?	51.9%	53.2%	<b>75.2%</b>
<b>C2.1</b> Adoption Within 24 Months (Exit Cohort)	Of all children discharged from foster care to a finalized adoption during the year, what percent were discharged in less than 24 months from the date of the latest removal from home?	30.0%	50.0%	<b>36.6%</b>
<b>C4.3</b> Placement Stability (In Care 24 Month or More)	Of all children served in foster care during a year who were in foster care for at least 24 months, what percent had two or fewer placement settings?	20.5%	38.2%	<b>41.8%</b>
<b>C4.3</b> Placement Stability (In Care 24 Month or More) PROBATION	Of all children served in foster care during a year who were in foster care for at least 24 months, what percent had two or fewer placement settings?	50.0%	60.0%	<b>41.8%</b>





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## C. SIP MATRIX

<b>Outcome/Systemic Factor:</b>  <b>S.1.1 Safety Outcome: No Recurrence of Maltreatment</b>					
<b>County's Current Performance:</b> For Jan 1, 2011 to June 30, 2011 93.1% of children with substantiated maltreatment within the 6-month period did not have another substantiated maltreatment allegation within the next 6 months.					
<b>Improvement Goal:</b> Meet or exceed the Federal Standard of 94.6%.					
<b>Strategy 1</b>  <b>Child Welfare Services Family Meetings/Decision Making will be formalized, including the referral process, when the meetings are to occur, and the development of outcome measures.</b>		<input type="checkbox"/>	<b>CAPIT</b>	<b>Strategy Rationale</b>  Research finds that people who are included and asked to participate in making decisions that affect them are more likely to follow through with the plans and decisions that are made <sup>1</sup> . Additionally, when people feel valued and respected in contributing to decisions made about them, they are more likely to have increased self-esteem, self-efficacy, and a greater sense of empowerment <sup>2</sup> .	
		<input type="checkbox"/>	<b>CBCAP</b>		
		<input type="checkbox"/>	<b>PSSF</b>		
		X	<b>N/A</b>		
<b>Milestone</b>	<b>1.1</b> Determine current evidence based practice through a literature review of research as well as evaluating models of Family Meetings/Decision Making process used in other counties and states and recommend the best family meeting structure to meet the needs of our county.	<b>Timeframe</b>	<div> <div>Year 1</div> <div>September 2010 (completed)</div> </div> <div>Year 2</div> <div>Year 3</div>	<b>Assigned to</b>	Social Work Supervisor Debbie White

<sup>1</sup> Maddux, J.E. (Self-Efficacy. In C.R. Snyder & S.J. Lopez (EDds.), *Handbook of positive psychology* (pp.277-287). New York: Oxford University Press.

<sup>2</sup> Ibid



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	1.2 Present recommendation to CLT which will discuss and make a decision on the best family meeting model to implement.		Year 1	Year 2	Year 3		Social Work Supervisor Debbie White
	October 2010 (completed)		Year 1	Year 2	Year 3		Social Work Supervisor Shana Allen
	March 2012		Year 1	Year 2	Year 3		Social Work Supervisor Shana Allen
	April 2012		Year 1	Year 2	Year 3		Staff Services Analyst Ben Guerrieri
	1.3 Develop an implementation plan for the model including policy, training needed and outcome measures.						
	1.4 Implement the plan.						
	1.5 Report outcomes quarterly to CLT.						
<b>Strategy 2</b>  <b>Contract with a Community agency to provide and enhance the availability of home visitation services with measurable outcomes.</b>				CAPIT	<b>Strategy Rationale</b> Home visitation programs provide more thorough assessments of the quality of the parent-child relationships and use this information to target interventions to enhance this relationship and reduce recurrence of maltreatment.		
				CBCAP			
				PSSF			
			x	N/A			
<b>Milestone</b>	2.1 Convene a workgroup with the contractor to review the data elements and reporting tools to measure the outcomes.	<b>Timeframe</b>	Year 1	Year 2	Year 3	<b>Assigned to</b>	Supervising Staff Services Analyst Marjorie Lewis
			June 2010 - July 2010 (completed)				





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	2.2 Amend the contract with the community agency to provide home visitation services with measurable outcomes.		Year 1      Year 2      Year 3				Staff Services Analyst Doug Calkin	
	2.3 Implement the reporting tools and provide ongoing monitoring of outcomes to CLT.		August 2010 (completed)				Staff Services Analyst Ben Guerrieri	
			Year 1      Year 2      Year 3					
			July 2011 and ongoing on a quarterly basis.					
Strategy 3			<input type="checkbox"/>	CAPIT	Strategy Rationale  Addressing risks posed to families as they exit Child Welfare Supervised care encourages familial stability and mitigates against recurrences of abuse or neglect.			
Supervisors and case workers will meet before closing any dependency case to review any risks posed to the child after services cease.			<input type="checkbox"/>	CBCAP				
			<input type="checkbox"/>	PSSF				
			X	N/A				
			Milestone			Timeframe		
	3.1 Revise the case closure policy that requires the case worker and supervisor to meet, utilize a safety and risk assessment tool prior to closing a case to review any risks posed to the child after child welfare services cease.		Year 1      Year 2      Year 3				Assistant Child Welfare Director Rebecca Feiner Social Work Supervisor Shana Allen	
	3.2 Develop a tracking tool to ensure appropriate referrals have been made and to assess the level of utilization of the above policy. Monitor on an ongoing basis.		March 2012				Assistant Child Welfare Director Rebecca Feiner Staff Services Analyst Ben Guerrieri	
			Year 1      Year 2      Year 3					
			March 2012 and ongoing on a quarterly basis.					



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<b>Strategy 4</b>		<input type="checkbox"/>	<b>CAPIT</b>	<b>Strategy Rationale</b>		
		<input type="checkbox"/>	<b>CBCAP</b>			
		<input type="checkbox"/>	<b>PSSF</b>			
		X	<b>N/A</b>			
		Families will benefit from Family Preservation services provided in a standardized manner. Families requiring services, but not necessarily formal CWS benefit from the prevention program of Family Preservation to reduce subsequent maltreatment.				
<b>Milestone</b>	<b>4.1</b> Reconvene the Family Preservation work group to review the current process and to develop a plan for standardizing services offered and measuring their effectiveness.	<b>Timeframe</b>	Year 1 <b>Year 2</b> Year 3		<b>Assigned to</b>	Supervising Staff Services Analyst Marjorie Lewis
	<b>4.2</b> Present the plan to CLT. The plan will include policy and practice recommendations, training needed and outcome measures.		February 2012 (completed)			Family Preservation Supervisor- Debbie White  Staff Services Analyst Ben Guerrieri
<b>Milestone</b>	<b>4.2</b> Present the plan to CLT. The plan will include policy and practice recommendations, training needed and outcome measures.	<b>Timeframe</b>	Year 1 <b>Year 2</b> Year 3		<b>Assigned to</b>	Supervising Staff Services Analyst Marjorie Lewis
			May 2012			Family Preservation Supervisor- Debbie White  Staff Services Analyst Ben Guerrieri



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	4.3 Implement the plan.		<div> <div>Year 1</div> <div>Year 2</div> <div>Year 3</div> </div> <div>May 2012 to August 2012</div>		Family Preservation Supervisor. Debbie White
<b>Strategy 5</b>  <b>Increase the amount of Mandated Reporter training in the community in partnership with the Child Abuse Prevention Council.</b>		<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> Children's Trust Fund	<b>Strategy Rationale</b>  Increasing mandated reporter training will increase visibility in the community and strengthen relationships with schools and other community mandated reporters.		
Milestone	5.1 Convene a meeting with the CAPC Director to develop a plan for formalizing the mandated reporter training system.	Timeframe	<div> <div>Year 1</div> <div>Year 2</div> <div>Year 3</div> </div> <div>May 2010 - June 2010 (completed)</div>	Assigned to	Assistant Child Welfare Services Director Rebecca Feiner  Emergency Response Supervisor Ken Adams
	5.2 Co-ordinate the Mandated Reporter Training with the Child Assault Prevention Program's outreach to children to schools.		<div> <div>Year 1</div> <div>Year 2</div> <div>Year 3</div> </div> <div>August 2010 - September 2010 (completed)</div>		Assistant Child Welfare Services Director Rebecca Feiner  Emergency Response Supervisor Ken Adams
	5.3 Develop a baseline of the number of trainings conducted, how many participants attended and establish ongoing outcomes.		<div> <div>Year 1</div> <div>Year 2</div> <div>Year 3</div> </div> <div>July 2011</div>		Staff Services Analyst Doug Calkin



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<p><b>5.4</b> Develop and implement a means to monitor selected outcomes.</p>	<p>Year 1</p>	<p>Year 2</p>	<p>Year 3</p>	<p>Staff Services Analyst Doug Calkin</p>
<p><b>5.5</b> Implement the approved mandated reporter plan and deliver training on an ongoing basis.</p>	<p>Year 1</p>	<p>Year 2</p>	<p>Year 3</p>	<p>Assistant Child Welfare Services Director Rebecca Feiner</p> <p>Emergency Response Supervisor Ken Adams</p>
<p>July 2011</p>				
<p>September 2010 and ongoing on a quarterly basis. (completed)</p>				
<p><b>Describe any additional systemic factors needing to be addressed that support the improvement plan goals.</b> Develop policies for the family preservation program, family meetings and case closure. Develop a reporting tool for the home visitation project. Develop a reporting tool for mandated reporter and CAPP training.</p>				
<p><b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b> Once plans are developed, staff and community members (where appropriate), will need to be trained in the family preservation program, family meetings and the mandated reporter curriculum.</p>				
<p><b>Identify roles of the other partners in achieving the improvement goals.</b> A Community agency will meet with the agency to provide and enhance the availability of home visitation services and develop outcome measures. The Child Abuse Prevention Council will partner with CWS to increase the amount of Mandated Reporter Training in the community.</p>				
<p><b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b> None Needed.</p>				



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## Outcome/Systemic Factor:

**C1.1 Reunification within 12 months:** Of all children discharged from foster care to reunification during the year who had been in foster care for 8 days or longer, what percent were reunified in less than 12 months from the date of the latest removal from home?

**County's Current Performance:** County's Current Performance: For Jan 1, 2011 to Dec 31, 2011 , the County's performance is 53.2%

**Improvement Goal:** Meet or exceed the national standard of 75.2%.

<b>Strategy 1</b>  Continue to monitor and fully utilize a standardized safety, risk and protective capacity assessment tool over the seven decision-making points in child welfare.		<input type="checkbox"/>	CAPIT	<b>Strategy Rationale</b>  A standardized assessment tool was implemented in the last SIP cycle. It is an important professional value that all children and families are assessed using the same criteria and that decisions are well documented.		
		<input type="checkbox"/>	CBCAP			
		<input type="checkbox"/>	PSSF			
		X	N/A			
Milestone	1.1 A workgroup will meet on a quarterly basis to address any issues or concerns.	Timeframe	Year 1      Year 2      Year 3		Assigned to	Assistant Child Welfare Services Director Rebecca Feiner
	1.2 Ensure full utilization of the safety, risk and protective capacity tool over the seven decision-making points of child welfare. Track utilization and report progress quarterly to CLT.		Year 1      Year 2      Year 3			Assistant CWS Director Rebecca Feiner  Systems Support Analyst Alberto Palomo
			May 2010 and on-going quarterly. (completed)			
			May 2010 and ongoing quarterly. (completed)			



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Strategy 2		<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF X N/A		Strategy Rationale		
Develop and implement the most effective Evidence Based Practice and consistent parent-child visitation program for children in out-of-home care.				Research and promising practices indicate that there is a correlation between frequency and quality of visits between parents and children and the timeliness of reunification.		
Milestone	2.1 With the use of the logic model developed for this outcome to guide the process, conduct a literature review to ascertain current Evidence Based Practice, and research current visitation policies in other counties.	Timeframe	Year 1      Year 2      Year 3 June 2010 - September 2010 (completed)		Assigned to	Visitation Supervisor Denise Seely
	2.2 Convene a visitation work group will develop the most effective visitation policy and implementation plan. This will include where the visits occur, what happens at the visits and how to transition to unsupervised visits in a safe and timely manner and a system to monitor the policy.		Year 1      Year 2      Year 3 June – January 2011 (completed)			Visitation Supervisor Denise Seely
	2.3 Present recommendations to CLT for approval.		Year 1      Year 2      Year 3 January 2011 (completed)			Visitation Supervisor Denise Seely
	2.4 Refine the implementation plan, including policy and training needed.		Year 1      Year 2      Year 3 January 2012			Visitation Supervisor Shana Allen/Denise Seely
	2.5 Implement visitation plan		Year 1      Year 2      Year 3 February 2012			Visitation Supervisor Shana Allen Continuing Services Supervisors



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					Denise Seely and Debbie White
	2.6 Monitor outcomes and report quarterly to CLT.		Year 1	Year 2	Year 3
			February 2012 and ongoing quarterly		
Strategy 3	Implement "Icebreaker meetings" (first meeting between birth parent/foster parent) to increase collaboration between the foster parent and birth parent.	<input type="checkbox"/>	CAPIT		
		<input type="checkbox"/>	CBCAP		
		<input type="checkbox"/>	PSSF		
		X	N/A		
		Strategy Rationale			
		Other counties have implemented icebreaker meetings that have demonstrated that these meetings help the foster parent and parent to connect and work together in the best interest of the child.			
Milestone	3.1 Explore how other counties have implemented "icebreaker" meetings.	Timeframe	Year 1	Year 2	Year 3
			May 2011 - June 2011 completed		
	3.2 Develop a plan to implement "icebreaker" meetings, including policy, training and outcome measures.		Year 1	Year 2	Year 3
			November 2011		
					Assigned to
					Dependency Investigations Supervisor Shana Allen
					Placement Resources Supervisor Allen Davis
					Dependency Investigations Supervisor Shana Allen
					Placement Resources Supervisor Allen Davis





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	<b>3.3</b> Present the plan to CLT and obtain approval.		Year 1 <b>Year 2</b> Year 3  September 2011 completed		Dependency Investigations Supervisor Shana Allen  Placement Resources Supervisor Allen Davis
	<b>3.4</b> Implement "icebreaker meetings"		Year 1 <b>Year 2</b> Year 3  November 2011 and on-going		Dependency Invest. Supervisor Shana Allen  Placement Resources Supervisor Allen Davis  Continuing Services Supervisors Denise Seely, Debbie White
	<b>3.5</b> Develop a measure to assess the utilization and effectiveness of icebreaker meetings.		Year 1 <b>Year 2</b> <b>Year 3</b>  January 2012 - April 2012 and on-going quarterly.		Child Welfare Leadership Team & Quality Management Assistant Manager
<b>Strategy 4</b>  <b>Child Welfare Services Family Meetings/Decision Making meetings conducted by child welfare staff will be expanded and formalized, including the referral process, when the meetings are to occur throughout the life of the case and the development of outcome measures.</b>			<input type="checkbox"/> <b>CAPIT</b> <input type="checkbox"/> <b>CBCAP</b> <input type="checkbox"/> <b>PSSF</b> <input checked="" type="checkbox"/> <b>N/A</b>	<b>Strategy Rationale</b>  Other California counties and other states have implemented Family Meetings which have decreased time in placement and increased timely reunification.	



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Milestone	4.1 Determine current evidence based practice through a literature review of research as well as evaluating models of Family Meetings/Decision Making process used in other counties and states and recommend the best family meeting structure to meet the needs of our county.	Timeframe	Year 1      Year 2      Year 3 September 2010			Assigned to	Social Work Supervisor Shana Allen
	4.2 Present recommendation to CLT which will discuss and make a decision on the best family meeting model to implement.		Year 1      Year 2      Year 3 October 2010				Social Work Supervisor Shana Allen
	4.3 Develop an implementation plan for the selected model, including policy.		Year 1      Year 2      Year 3 November 2010 – January 2011				Social Work Supervisor Shana Allen
	4.4 Implement the plan.		Year 1      Year 2      Year 3 February 2011 and ongoing				Social Work Supervisor Shana Allen
	4.5 Monitor time in placement and increased timely reunification.		Year 1      Year 2      Year 3 April 2011 and on-going quarterly				Staff Services Analyst Ben Guerrieri
Strategy 5				CAPIT	Strategy Rationale		
Collaborate with the community provider to identify when it is appropriate to utilize the home visitation program and increase the use of the program for families in the reunification program and after reunification.				CBCAP	Home visitation programs provide more thorough assessments of the quality of the parent-child relationships and use this information to target interventions to enhance this relationship and reduce recurrence of maltreatment.		
				PSSF			
			x	N/A			
Milestone	5.1 Designate a continuing services supervisor to attend the weekly community provider meetings.	Timeframe	Year 1      Year 2      Year 3 September 2010 and ongoing (completed)			Assigned to	Continuing Services Supervisors  Debbie White, Denise



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							Seely
	5.2 In collaboration with the service provider, develop a policy of when cases should be evaluated for referral to the home visitation program and a system to track the referrals.		Year 1	Year 2	Year 3		CWS Director Rebecca Feiner, Linda Canan
	5.3 Formalize the referral process by developing policy, train staff on the policy and implementing the policy.		Year 1	Year 2	Year 3		CWS Director Rebecca Feiner, Linda Canan
	5.4 Develop a tool for the provider to track and monitor the program and report to CLT on an ongoing basis.		Year 1 January 2012	Year 2	Year 3		Staff Services Analyst Doug Calkin
Strategy 6			<input type="checkbox"/>	CAPIT	Strategy Rationale  The County Self Assessment identified that agency staff do not know all of the services that are in the county for the Latino community and we need to increase collaboration with these groups to enhance services for child welfare families.		
Establish and strengthen collaborative relationships with the Latino Community, including Up Valley and American Canyon.			<input type="checkbox"/>	CBCAP			
			<input type="checkbox"/>	PSSF			
			X	N/A			
Milestone	6.1 Research existing collaborations that provide services to the Latino communities.	Timeframe	Year 1	Year 2	Year 3	Assigned to	Supervising Staff Services Analyst Marjorie Lewis
	6.2. Request to partner with existing collaborations to improve relationships and develop a stronger mutual understanding.		Year 1	Year 2	Year 3		CWS Director Linda Canan Assistant Child Welfare Services Director Rebecca Feiner
			July 2011 - August 2011 (completed)				
			September 2011 - December 2011 and ongoing				



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	<b>6.3</b> Supervisors review with staff the section of the CSA which discusses resources and service array for our families.		<b>Year 1</b> Year 2      Year 3		All CWS Program Supervisors Ken Adams, Allen Davis, Denise Seely, Shana Allen and Debbie White.
	<b>6.4</b> Develop and deliver training for social workers on understanding and using community resources.		Year 1 <b>Year 2</b> <b>Year 3</b>		Supervising Staff Services Analyst Marjorie Lewis
	<b>6.5</b> Revise and maintain the resource list developed in the CSA of what services are available in the county and distribute to staff on an ongoing basis.		<b>Year 1</b> Year 2      Year 3		Supervising Staff Services Analyst Marjorie Lewis
<b>Describe any additional systemic factors needing to be addressed that support the improvement plan goals.</b>					
Fully utilize the standardized safety, risk and protective capacity tool. Develop and implement the most effective Evidence Based Practice and consistent visitation program. Implement "Icebreaker" meetings. Implement Family Meetings/Decision Making. Increase utilization of the home visitation program. Strengthen collaborative relationships with the Latino Community.					
<b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b>					
Training of staff on full utilization of the safety, risk and protective capacity tool, visitation program, "icebreaker" meetings, Family Meetings and facilitation, Home Visitation program, and understanding and using community resources.					
<b>Identify roles of the other partners in achieving the improvement goals.</b>					
Collaboration with CASA and the courts regarding visitation. Collaboration with the community agency contracted to provide home visitation services. Collaboration with foster parents to implement "icebreaker" meetings. Collaboration with the Latino community including Up Valley and American Canyon to strengthen services for the Latino Community.					
<b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b> None needed.					



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# Napa County Child Welfare Services-SIP UPDATE 6/2012

## Outcome/Systemic Factor:

**C2.1 Adoption within 24 months: Of all children discharged from foster care to a finalized adoption during the year, what percent were discharged in less than 24 months from the date of the latest removal from home?**

**County's Current Performance: For Jan 1, 2011 to Dec 31, 2011 the County's performance is 50.0%.**

**Improvement Goal: Meet or exceed the national standard of 36.6%**

<b>Strategy 1</b>  <b>Explore the use of other community adoption agencies to coordinate recruitment and the home study.</b>		<input type="checkbox"/>	<b>CAPIT</b>	<b>Strategy Rationale</b>  For more timely adoptions to occur, we need to expand potential resources available to potential adoptive families.	
		<input type="checkbox"/>	<b>CBCAP</b>		
		<input type="checkbox"/>	<b>PSSF</b>		
		x	<b>N/A</b>		
<b>Milestone</b>	<b>1.1</b> Research existing agencies that can provide recruitment and home study capabilities.	<b>Timeframe</b>	Year 1      Year 2      Year 3		<b>Assigned to</b>
			October 2010 (completed)		
	<b>1.2</b> Collaborate with State Adoptions around partnering with private Adoption agencies.		Year 1      Year 2      Year 3		
			November 2010 - February 2011 (completed)		
	<b>1.3</b> Develop an MOU process outlining roles and responsibilities and approve the service plan and outcome measures.		Year 1      Year 2      Year 3		
			May 2011 - August 2011		



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# Napa County Child Welfare Services-SIP UPDATE 6/2012

	1.4 Work closely with community adoption agencies to monitor effectiveness of the MOU.		Year 1    Year 2    Year 3 August 2011 and on-going		Child Welfare Services Director Linda Canan
<b>Strategy 2</b>  <b>Improve the process and practice of concurrent planning across the continuum of child welfare services.</b>			<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A	<b>Strategy Rationale</b>  It was developed in the state Program Improvement Plan that concurrent planning has not been implemented consistently across California and implementation would increase timely adoptions.	
<b>Milestone</b>	2.1 Form a concurrent planning work group to review the current process and develop a plan for enhancing and standardizing the process of concurrent planning.	<b>Timeframe</b>	Year 1    Year 2    Year 3 October 2011 - February 2012	<b>Assigned to</b>	Supervisor Staff Services Analyst Marjorie Lewis
	2.2 Present the plan to CLT, including policy and practice recommendations, training needed and outcome measures.		Year 1    Year 2    Year 3 March 2012 - June 2012		Dependency Investigations Supervisor Shana Allen  Supervisor Staff Services Analyst Marjorie Lewis
	2.3 Train staff and implement the plan.		Year 1    Year 2    Year 3 September 2012		Supervisor Staff Services Analyst Marjorie Lewis



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## Napa County Child Welfare Services-SIP UPDATE 6/2012

	<b>2.4.</b> Conduct ongoing monitoring and evaluation of implementation of policy through periodic case reviews and report quarterly to CLT.		Year 1      Year 2 <b>Year 3</b>  October 2012 and ongoing quarterly	Staff Services Analyst Ben Guerrieri
<b>Describe any additional systemic factors needing to be addressed that support the improvement plan goals.</b>  MOU needed with adoption agency. Form a concurrent plan work group.				
<b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b>  Training on concurrent planning, especially for children who enter out of home placement or face placement disruption.				
<b>Identify roles of the other partners in achieving the improvement goals.</b>  Will need to work closely with state adoption and/or community adoption agencies to collaborate on a solution.				
<b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b> None				
<b><u>Outcome/Systemic Factor:</u></b>  <b>C4.3</b> Of all children served in foster care during a year who were in foster care for at least 24 months, what percent had two or fewer placement settings?				
<b>County's Current Performance:</b> For Jan 1, 2011 to Dec 31, 2011, 38.2% of children served in foster care during the year, who were in foster care for at least 24 months, had two or fewer placement settings.				
<b>Improvement Goal</b> Our goal is to meet or exceed the federal standard of 41.8% having 2 or fewer placements.				





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# Napa County Child Welfare Services-SIP UPDATE 6/2012

Strategy 1		<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A		Strategy Rationale		
Develop practice and policy for the engagement of lifelong connections for children and youth throughout the life of the case.				The PQCR and CSA process identified the engagement of children and youth throughout the life of the case as priorities in establishing lifelong connections and stable placements.		
Milestone	1.1. Identify and use a family finding search engine that can assist in identifying relatives and lifelong connections.	Timeframe	Year 1      Year 2      Year 3  March 2011 (completed)		Assigned to	Social Worker Supervisor Shana Allen
	1.2 Explore ways for youth to be involved at the maximum level possible in decision making about family finding and the actual search process.		Year 1      Year 2      Year 3  January 2011 completed			ILP Coordinator Jennifer Marcelli
	1.3 Create a log to be stored in the case to gather and document information regarding people important to the youth.		Year 1      Year 2      Year 3  February 2011 (completed)			Social Worker Supervisor Shana Allen ILP Coordinator Jennifer Marcelli
	1.4 Train community partners (CASA and foster parents) to assist in "case mining"/creating a log to obtain information to engage lifelong connections for children and youth.		Year 1      Year 2      Year 3  March 2011 - May 2011 (completed)			ILP Coordinator Jennifer Marcelli
	1.5 Develop a practice and policy regarding the creation of resource(emancipation) binders to document resources that the child/youth need.		Year 1      Year 2      Year 3  February 2012 Completed			Supervising Staff Services Analyst Marjorie Lewis



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	1.6 Train staff in the creation, development and use of life books.		Year 1 October 2011 completed	Year 2 Year 3		Family Preservation Supervisor Debbie White  ILP Coordinator Jennifer Marcelli
<b>Strategy 2</b>  <b>Develop and implement a program of universal mental health screening for all children and youth entering into foster care.</b>		<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAB <input type="checkbox"/> PSSF <b>X N/A</b>	<b>Strategy Rationale</b>  The PQCR and CSA process identified early/ongoing access to mental health services for foster children as an area that could assist in stability of placements for out of home care youth.			
<b>Milestone</b>	2.1 Convene a workgroup including partners from HHSA Children's Mental Health Division and EPSDT contractors with the capacity and training to screen and assess foster children to identify their mental health or counseling treatment needs.	<b>Timeframe</b>	Year 1 April 2010 (completed)	Year 2 Year 3	<b>Assigned to</b>	CWS Director Linda Canan  Asst. CWS Director Becky Feiner
	2.2 Identify screening tools, confidentiality consents and referral process necessary to implement Universal MH Screening.		Year 1 July 2011 (completed)	Year 2 Year 3		CWS Director Linda Canan  Asst. CWS Director Becky Feiner
	2.3 Develop policies and procedures as guidance for referring staff.		Year 1 March 2012	Year 2 Year 3		Asst. CWS Director Becky Feiner  Staff Services Analyst Ben Guerrieri



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## Napa County Child Welfare Services-SIP UPDATE 6/2012

	2.4 Train staff to referral process, policy and procedures.		Year 1 April 2012	Year 2	Year 3		All CWS Unit Supervisors Ken Adams, Shana Allen, Allen Davis, Denise Seely, Debbie White
	2.5 Convene meetings as necessary to assess the full implementation of the program, determine if there are changes needed to procedures and problem solve any issues as they arise.		Year 1 Beginning January 2012 and ongoing.	Year 2	Year 3		Asst. CWS Director Becky Feiner
<b>Describe any additional systemic factors needing to be addressed that support the improvement plan goals.</b>							
Increased capacity of community provider to provide the enhanced level of service. Staff acceptance of a sole gatekeeper to MH services for foster children.							
<b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b>							
Train staff to the policy and procedure. MH staff will also need to be trained on the unique needs of foster children as they enter foster care. Cross training will be considered.							
<b>Identify roles of the other partners in achieving the improvement goals.</b>							
Increase communication with appropriate partners, such as Children's Mental Health and community providers such as Aldea Children and Family Services.							
<b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b> None needed.							

**PROBATION OUTCOME:**



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# Napa County Child Welfare Services-SIP UPDATE 6/2012

## Outcome/Systemic Factor:

**C4.3** Of all children served in foster care during a year who were in foster care for at least 24 months, what percent had two or fewer placement settings?

**County's Current Performance:** From January 31, 2011 to December 31, 2011, 60.0% of children served in foster care during the year, who were in foster care for at least 24 months, had two or fewer placement settings.

**Improvement Goal:** Our goal is to meet or exceed the federal standard of 41.8% having 2 or fewer placements.

## Strategy 1.

**Increase the services and structure for youth transitioning from group home placement to their homes.**

☐

CAPIT

☐

CBCAP

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PSSF

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N/A

## Strategy Rationale

The PQCR, CSA and SIP process identified difficulties that youth experience going from very structured group home placements to their own homes. Successfully transitions will improve lifelong connections, decrease recidivism and decrease subsequent placement needs.

Milestone		Timeframe	Year 1			Assigned to	
			Year 1	Year 2	Year 3		
			June 2010 and ongoing				
	1.1. Explore ways to provide more intensive supervision and structure for transitioning youth.						Probation Supervisor Julie Baptista
	1.2 Develop a form to capture the transition plan, implement the procedure and monitor compliance with the procedure.		Year 1	Year 2	Year 3		Probation Supervisor Julie Baptista
			July 2010	2012 Completed			
	1.3 Explore the ability to provide the opportunity for all parents of transitioning youth to attend the		Year 1	Year 2	Year 3		Probation Supervisor Julie Baptista



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## Napa County Child Welfare Services-SIP UPDATE 6/2012

	"Parent Project" or other appropriate parenting class.		July 2010 and ongoing		
<b>Describe any additional systemic factors needing to be addressed that support the improvement plan goals.</b> Develop of a "transition plan" form to document the transition plan. Development of a process for completing the form and tracking compliance. Explore funding to continue and/or expand the Evening Reporting Center program to provide transitional "step down" services for transitional youth, VOICES – ILP program and Parent Project.					
<b>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</b> Training to be offered on an ongoing basis regarding family and youth engagement in the development and implementation of the transition plan.					
<b>Identify roles of the other partners in achieving the improvement goals.</b> Increase communication and collaboration with VOICES, Evening Reporting Center and other identified stakeholders.					
<b>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</b> None Needed					